

WHAT IS CLAIMED IS:

- 1 1. A method comprising:
 - 2 retrieving one or more core skills, wherein each core
 - 3 skill corresponds to each of a plurality of users;
 - 4 retrieving a subset of dimension skills from a
 - 5 plurality of dimension skills, wherein the subset of
 - 6 dimension skills correspond to a subset of the
 - 7 plurality of users;
 - 8 identifying a progression requirement for each of the
 - 9 core skills and the subset of dimension skills;
 - 10 including the retrieved core skills, the subset of
 - 11 dimension skills, and the identified progression
 - 12 requirements in a framework; and
 - 13 evaluating one of the plurality of users using the
 - 14 framework, the evaluating resulting in an evaluated
 - 15 user.
- 1 2. The method of claim 1 wherein the evaluating further
 - 2 comprises:
 - 3 retrieving a user capability, the user capability
 - 4 corresponding to the evaluated user;
 - 5 matching the user capability with one of the
 - 6 progression requirements that are included in the
 - 7 framework; and
 - 8 ranking the evaluated user in response to the
 - 9 matching, the ranking resulting in a skill ranking.
- 1 3. The method of claim 2 further comprising:

2 computing the skill ranking for each of the core
3 skills and each of the subset of dimension skills, the
4 computing resulting in a plurality of skill rankings;
5 and
6 establishing an overall ranking based upon the
7 plurality of skill rankings.

1 4. The method of claim 3 further comprising:
2 identifying one or more user improvement areas,
3 wherein the user improvement area corresponds to one
4 of the core skill or one of the dimension skill which
5 requires the user to improve in order to increase the
6 user's overall ranking.

1 5. The method of claim 1 wherein the subset of dimension
2 skills constitutes a first dimension skills module,
3 the method further comprising:
4 selecting one or more dimension skills from the
5 plurality of dimension skills, the selecting resulting
6 in a second dimension skills module; and
7 replacing the first dimension skills module with the
8 second dimension skills module in the framework.

1 6. The method of claim 1 further comprising:
2 identifying one or more functional skills that
3 correspond to the subset of dimension skills; and
4 including the identified functional skills in the
5 framework.

1 7. The method of claim 1 wherein the framework is
2 selected from the group consisting of a profession-

3 specific framework and a business function-specific
4 framework.

1 8. An information handling system comprising:

2 one or more processors;

3 a memory accessible by the processors;

4 one or more nonvolatile storage devices accessible by
5 the processors; and

6 a workforce evaluation tool for evaluating a
7 workforce, the workforce evaluation tool comprising
8 software code effective to:

9 retrieve one or more core skills from one of
10 the nonvolatile storage devices, wherein
11 each core skill corresponds to each of a
12 plurality of users;

13 retrieve a subset of dimension skills from a
14 plurality of dimension skills located in one
15 of the nonvolatile storage devices, wherein
16 the subset of dimension skills correspond to
17 a subset of the plurality of users;

18 identify a progression requirement for each
19 of the core skills and the subset of
20 dimension skills;

21 include the retrieved core skills, the
22 subset of dimension skills, and the
23 identified progression requirements in a
24 framework; and

25 evaluate one of the plurality of users using
26 the framework, the evaluating resulting in
27 an evaluated user.

1 9. The information handling system of claim 8 wherein the
2 software code is further effective to:
3 retrieve a user capability from one of the nonvolatile
4 storage devices, the user capability corresponding to
5 the evaluated user;
6 match the user capability with one of the progression
7 requirements that are included in the framework; and
8 rank the evaluated user in response to the matching,
9 the ranking resulting in a skill ranking.

1 10. The information handling system of claim 9 wherein the
2 software code is further effective to:
3 compute the skill ranking for each of the core skills
4 and each of the subset of dimension skills, the
5 computing resulting in a plurality of skill rankings;
6 and
7 establish an overall ranking based upon the plurality
8 of skill rankings.

1 11. The information handling system of claim 10 wherein
2 the software code is further effective to:
3 identify one or more user improvement areas, wherein
4 the user improvement area corresponds to one of the
5 core skill or one of the dimension skill which
6 requires the user to improve in order to increase the
7 user's overall ranking.

1 12. The information handling system of claim 8 wherein the
2 subset of dimension skills constitutes a first
3 dimension skills module, and wherein the software code
4 is further effective to:
5 select one or more dimension skills from the plurality
6 of dimension skills, the selecting resulting in a
7 second dimension skills module; and
8 replace the first dimension skills module with the
9 second dimension skills module in the framework.

1 13. The information handling system of claim 8 wherein the
2 software code is further effective to:
3 identify one or more functional skills that correspond
4 to the subset of dimension skills; and
5 include the identified functional skills in the
6 framework.

1 14. A program product comprising:
2 computer operable medium having computer program code,
3 the computer program code being effective to:
4 retrieve one or more core skills, wherein
5 each core skill corresponds to each of a
6 plurality of users;
7 retrieve a subset of dimension skills from a
8 plurality of dimension skills, wherein the
9 subset of dimension skills correspond to a
10 subset of the plurality of users;

11 identify a progression requirement for each
12 of the core skills and the subset of
13 dimension skills;

14 include the retrieved core skills, the
15 subset of dimension skills, and the
16 identified progression requirements in a
17 framework; and

18 evaluate one of the plurality of users using
19 the framework, the evaluating resulting in
20 an evaluated user.

1 15. The program product of claim 14 wherein the computer
2 program code is further effective to:
3 retrieve a user capability, the user capability
4 corresponding to the evaluated user;

5 match the user capability with one of the progression
6 requirements that are included in the framework; and

7 rank the evaluated user in response to the matching,
8 the ranking resulting in a skill ranking.

1 16. The program product of claim 15 wherein the computer
2 program code is further effective to:
3 compute the skill ranking for each of the core skills
4 and each of the subset of dimension skills, the
5 computing resulting in a plurality of skill rankings;
6 and

7 establish an overall ranking based upon the plurality
8 of skill rankings.

1 17. The program product of claim 16 wherein the computer
2 program code is further effective to:
3 identify one or more user improvement areas, wherein
4 the user improvement area corresponds to one of the
5 core skill or one of the dimension skill which
6 requires the user to improve in order to increase the
7 user's overall ranking.

1 18. The program product of claim 14 wherein the subset of
2 dimension skills constitutes a first dimension skills
3 module, and wherein the computer program code is
4 further effective to:
5 select one or more dimension skills from the plurality
6 of dimension skills, the selecting resulting in a
7 second dimension skills module; and
8 replace the first dimension skills module with the
9 second dimension skills module in the framework.

1 19. The program product of claim 14 wherein the computer
2 program code is further effective to:
3 identify one or more functional skills that correspond
4 to the subset of dimension skills; and
5 include the identified functional skills in the
6 framework.

1 20. The program product of claim 14 wherein the framework
2 is selected from the group consisting of a profession-
3 specific framework and a business function-specific
4 framework.